Safety, Occupational Health and Working Environment Policy

Sikarin Public Company Limited

Safety, Occupational Health and Working Environment Policy

➢ <u>Importance</u>

Sikarin Public Company Limited (the "Company") is committed to making personnel and people involved in work have a good quality of life under effective management of safety, occupational health, and working environment which is considered an important factor for sustainable development as well as helping to improve work more efficient.

➢ <u>Objective</u>

Healthy and safe working environment in accordance with policies, laws, regulations and relevant international standards to reach the goal of no accidents at work, including reducing accidents, risk of occupational disease among employees and stakeholders in business operations throughout the supply chain, which results in continuous development of the management system.

➢ <u>Responsibilities</u>

- **Executive Chairman**
    1. Demonstrate concrete commitment to safety operations, occupational health and working environment ("Safety") effectively Complies with relevant laws and regulations and responds to the needs of Stakeholders and related external organizations according to the Company's goals
    2. Set policies, goals, and indicators at the Company level and ensure they are effectively conveyed and implemented.
    3. the overall performance of the Company regularly to achieve continuous and sustainable development.
    4. Appoint a safety management committee to consider policies, standards, and safety goals as well as follow up on overall reports.

- **Executive Committee**
    1. Set policies, goals, indicators and approve safety management standards in accordance with policies, goals, and safety indicators.
    2. Appoint a safety executive committee at the business group level to consider safety policies, standards, and goals including following up on the results of safety operations to process the overall picture and report to the Safety Executive Committee.
    3. Supervise the operations of the agencies under its supervision to meet their objectives, targets and plans at the business line/country level that have been determined
    4. Follow up on safety operations at least once a year to ensure continuous and sustainable development.

- **Executive**

  1. Appoint the agency's safety management committee. (in cases falling within the scope of the law) to join in following up on the safety performance of the agency and report the results to the Safety Executive Committee monthly.

  2. Set plans, indicators, and carry out safety operations in accordance with policies, goals, and safety management standards.

  3. Prepare a monitoring and inspection plan, evaluate operating results and report to management.

  4. Receive clues and suggestions from inside and outside. Including checking and finding measures to solve and prevent safety issues.

- **Chief officer level**

  1. Maintain the safety management system in accordance with "Safety Management Standards and Guidelines"

  2. Present policies, plans and indicators to the Safety Executive Committee to consider and approve as well as review and make recommendations regarding policies.

  3. Follow up on the operations of safety officials according to the chain of command.

  4. Provide recommendations on security policy and technical knowledge

  5. Arrange to make a report on accident statistics and non-compliance with " Safety Management Standards and Guidelines " to present to supervisors.

- **Safety officer**

  1. Work and assist agencies to have operations that are in line with "Standards Safety Management Guidelines", operating plans of the group of companies, including related laws, as well as designating replacement workers when there are reasons for being unable to work.

  2. Prepare a report on accident statistics and non-compliance with " Safety Management Standards and Guidelines " to present to supervisors.

  3. Give suggestions to improve work to work efficiently

- **Employees at all levels**

  1. Acknowledge directions, goals, and comply with policies, laws, regulations, and international standards related to safety.

  2. Attend training according to "Safety Management Standards and Guidelines" law. Requirements and international standards related to safety management

Safety guidelines

The Company has "Safety Management Standards and Guidelines" which relevant agencies at all levels can apply to be used as a guideline by the supervision of the Safety Office or the Group Safety Department, it consists of 15 standards with the scope of content as follows:

Standard 1:   Commitment and responsibility of management (Management Commitment)

Covers the responsibilities of executives of departments and above of the group of companies. To show commitment, communicate and carry out safety operations in accordance with policies and "Safety Management Standards and Guidelines"

Standard 2:   Structure, roles, duties and responsibilities (Structure Roles Responsibilities and Accountabilities)

Covers the structure, roles, duties and responsibilities of executives and employees and those involved with safety management at the group level.

Standard 3:   Risk and Change management

Covers risks that may occur in both safety and other areas such as reputation, laws and regulations that must be followed. Improving and developing processes, merging, expanding businesses, selling businesses, dismantling and closing projects, covering personnel factors, raw materials, components, equipment, and machinery.

Standard 4:   Compliance with related laws and regulations (Law and Obligations)

Covers laws, contracts, and international standard requirements related to safety issues in the Group 's operations.

Standard 5:   Management Planning

Covers the determination of objectives, goals, indicators and safety plans in the group of companies.

Standard 6:   Safety design and system testing (Safety Design and Testing)

It covers project site selection, design, construction, commissioning and safety operations for new projects. Part of the implementation of this standard is directly related to sustainable management policies. According to the principles of the UN Global Compacts (UNGC) in the field of human rights (Human Rights; Health and Safety Systems category and Land and Property category)

Standard 7:   Training, coaching and awareness creation (Training Induction and Awareness)

Covers plans for training. Job coaching that includes caring for employees' well-being Increase knowledge and ability and create awareness among executives, employees, and contractors regarding safety. To achieve efficiency in operations

Standard 8   Communication and consultation (Communication and Counseling)

Covers communication Danger warning, consultation and participation among those involved both inside and outside the organization on safety issues. Including complaints Reporting on performance, initiatives and community relations plan

Standard 9:   Safe operating procedures and inspections Measure according to plan (Safe Working Procedures and Planed inspection)

operational activities such as hazardous chemical management, machinery maintenance, and installation of machinery and equipment. Planned inspection work on site, etc., including inspection of equipment Important equipment and machinery (Critical Equipment) must comply with laws, regulations, and international standards related to safety.

Standard 10:   Sourcing and Purchasing

Covers activities in purchasing, sourcing, and subcontracting related to safety management. Including the procurement of contractor's contract production Outsourcing product development new project construction and delivery

Standard 11:   Occupational health and well-being monitoring (Hygiene monitoring and Well-being)

Covers protection from danger, promoting health related to the working environment for personnel outsider or contractors who perform work for the organization

Standard 12:   Logistics risk and Hazardous Works

Covers dangerous or high-risk work (Hazardous Works), which such work must be permitted by law or according to especially strict safety standards before starting work or before entering that work area. The equipment, tools, and environmental measurement must be inspected. and monitor the worksite area from experts responsible for safety to ensure that it meets the specified standards.

Standard 13:   Emergency Response and Crisis Management (Crisis Management and Emergency Response)

Covers preparation and response to crises or emergency including natural disasters that affect safety related to employees, contractors, and people who come to use the area and nearby communities

Standard 14:   Reporting and investigating incidents (Incident Investigation and Actions)

Covers incidents of unsafe working conditions that do not comply with regulations, procedures for reporting and investigating incidents of operating conditions that do not comply with laws and other requirements, which may have a negative impact on people, the environment, or property of employees and those involved in operations.

Standard 15:   Audit, Improvement and Reports

Covers tracking Inspecting the management system and the effectiveness of safety operations including reviewing operating results and reporting on the effectiveness of the Company's sustainable development policy. It may be carried out by internal personnel or external agencies that are independent of the work being audited.

Safety, Occupational Health and Working Environment Policy is the 2nd revision and is effective from 20 January 2024 onwards, according to the resolution of the Corporate Governance Committee at its meeting No. 1/2024 on 19 January 2024.

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Mr. Seni Chittakasem

Chairman of Corporate Governance Committee